



ALB 2015

China GC Survey

中国总法律顾问调查报告

China's general counsel have spoken. In the months of September and October, ALB sent out requests to general counsel across the country inviting them to take part in a survey on the challenges they are facing, their relationships with external service providers, and what 2016 looked like. Dozens completed it, and the results are extremely illuminating as a barometer of what's on the minds of general counsel in China.

In-house legal and compliance teams are not getting smaller in China – some 98 percent of respondents say their team will either grow in the next year, or remain the same. And spending of law firms is also on the rise with 78 percent spending at least a fifth of their budgets on external counsel. In 2016, spending on external counsel is set to increase for 47 percent, while 58 percent say they will use more law firms. “For us, the increase in our legal budget is in line with our business growth,” says John Zeng, general counsel of Global Logistics Properties Investment Management (China). “In the coming year, our legal budget will stay the same as this year.”

When it comes to the external counsel they are using, GCs say they are “generally satisfied” (83 percent). Areas of concern include a lack of understanding of the client's company or industry (59 percent), and high or unexplained fees (53 percent). And the top factors that would influence the engagement of new external counsel in 2016 are responsiveness (82 percent) and expertise in the industry (71 percent). “When choosing law firms, we value the lawyers' professionalism and dedication,” says Zeng. “Every law firm has its own advantages; we would consider the law firm's overall reputation, but not give it that much weight.”

Pan Boyu, general counsel of Youku Tudou, agrees: “First, we pay attention to the professionalism of lawyers,” he says. “Then comes how fast they respond to us and the quality of the work. Thirdly, we appreciate the feeling of growing together with our partners. That explains why most external legal counsel we have today have been with us for more than 10 years. To me, the capabilities of individual lawyers matter a lot more than the brand of a law firm. How law firms resonate with us is important; after all legal work is about solving concrete issues.”

As to how GCs plan to locate law firms, the most popular ways appear to be law firm rankings, and from list of company-approved external counsel (53 percent each).

中国公司的总法律顾问们发出了自己的声音。今年9月和10月，ALB邀请全国的总法律顾问们参加调查，谈谈他们面临的挑战、与外部服务提供商的关系，以及对于2016年的展望。几十名国企、外企、民企的总法律顾问完成了此项调查，调查结果作为反映总法律顾问想法的晴雨表，极具启发性。

在中国，公司内部的法务和合规团队的规模并未缩小——约98%的受访者称，来年他们的团队要么会扩张，要么保持规模不变。律师事务所的开支也在上升，78%的受访者表示预算中至少会有五分之一会花在外部法律顾问上。2016年，外部法律顾问的开支将增长47%，同时有58%的受访者表示将使用更多的律所。“对于我们来说，法律经费是跟着业务走的，所以接下来一年跟上一一年保持持平。”普洛斯投资管理（中国）的总法律顾问曾军表示。

谈到他们合作的外部法律顾问时，大部分法务总顾问们（83%）表示“总体满意”。有待提高的领域则包括对于客户公司或行业缺乏了解（59%），以及较高和未说明的费用（53%）。在2016年聘用新的外部法律顾问方面，最主要的影响因素是外部顾问的响应性（82%）和行业专长（71%）。“在选择律师的时候，我们更看重律师的专业性，和律师的敬业精神，每一个律师或者律所肯定是有专长，我们也会考虑律所的名声，但律所的名气不会那么重要。”曾军说。

合一集团法务总监潘柏宇表达了同样的看法：“首先我们注重的是律师的专业素养，其次是他们的反应速度和服务质量，第三点我们比较在乎共同成长的这种感觉。我们的外部法律顾问基本上都跟了我们十年了。个人能力更重要，相比而言，律所品牌没什么用。我们很在乎与律师配合的契合度，毕竟搞法律工作的都是解决实际问题。”

至于法务总顾问们如何选定律所，最普遍的方式是按照律所排名，以及从公司批准的外部法律顾问名单中寻找（均为53%）。

PART 1: YOUR BASIC INFORMATION 基本信息

• What industry are you in? 您所在的行业？

Financial Services • 金融服务

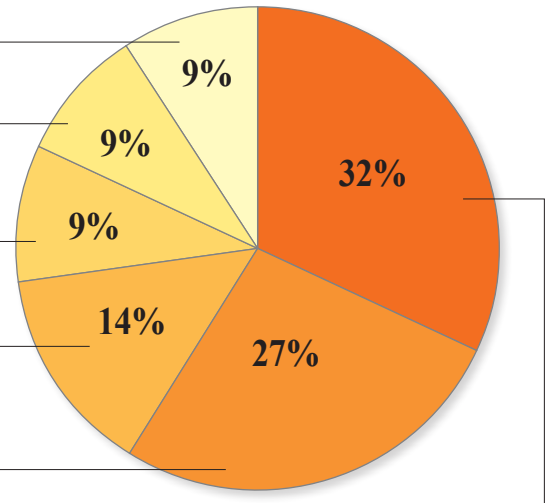
Technology, Media, Telecommunications • 技术、媒体、电信

Fast Moving Consumer Goods (FMCG) • 快速消费品 (FMCG)

Real Estate, Construction • 房地产、建筑

Manufacturing • 制造

Rest



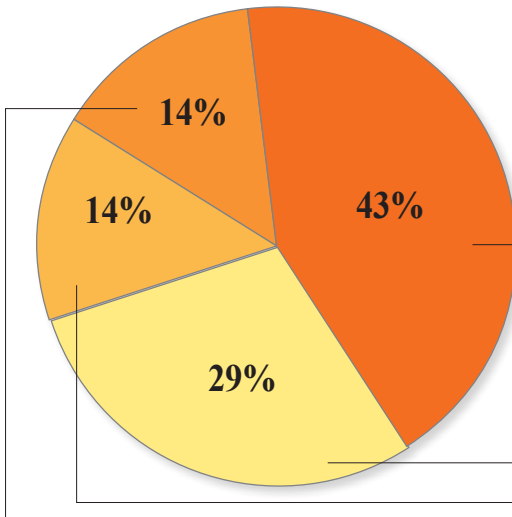
• How large is your legal/compliance team across China? 贵公司在中国的法务/合规团队规模多大？

2-5 people • 2-5人

6-20 people • 6-20人

21-50 people • 21-50人

51 or more people • 51人或更多



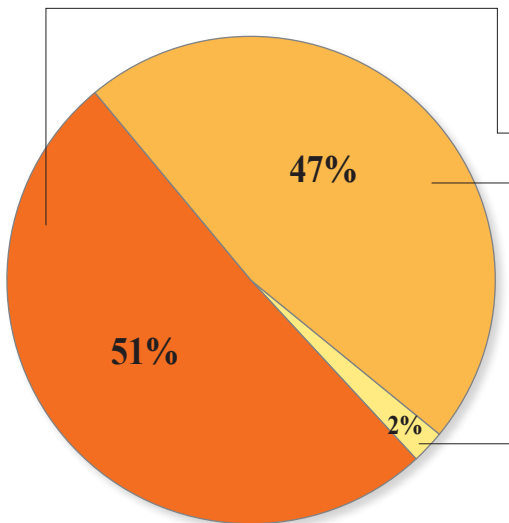
PART 2: YOUR TEAM AND YOUR WORK 您的团队与工作内容

• In 2016, do you expect your in-house legal/compliance team will grow? 2016年，您预计贵公司的内部法务/合规团队是否会扩大？

It will remain the same • 保持不变

It will grow • 会扩大

It will shrink • 会缩小



“WHEN CHOOSING LAW FIRMS, WE VALUE THE LAWYERS’ PROFESSIONALISM AND DEDICATION. EVERY LAW FIRM HAS ITS OWN ADVANTAGES; WE WOULD CONSIDER THE LAW FIRM’S OVERALL REPUTATION, BUT NOT GIVE IT THAT MUCH WEIGHT.”

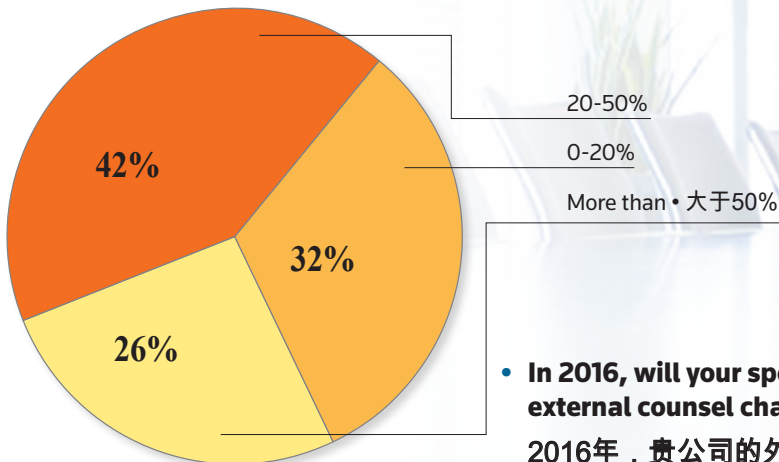
John Zeng, Senior Vice President/General Counsel of Global Logistics Properties Investment Management (China)

“对于我们来说，法律经费是跟着业务走的，所以接下来一年跟上一一年保持持平。在选择律师的时候，我们更看重律师的专业性，和律师的敬业精神，每一个律师或者律所肯定是有专长，我们也会考虑律所的名声，但律所的名气不会那么重要。”

曾军，普洛斯投资管理（中国）高级副总裁/中国区总法律顾问

• **What percentage of your legal budget is currently spent on legal advisers?**

目前贵公司的法律预算中有多少比例用于法律顾问？



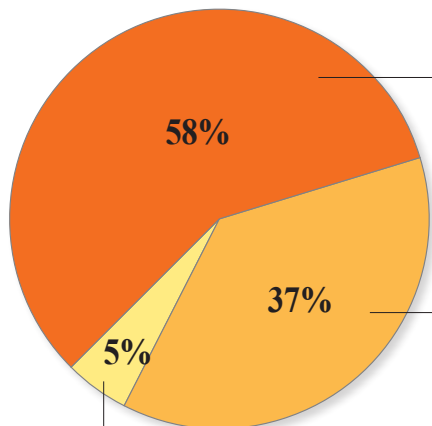
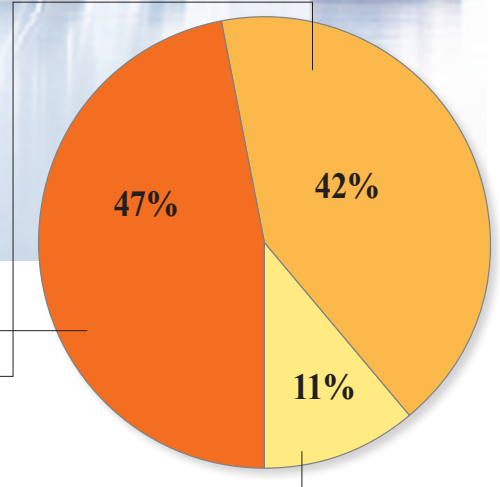
• **In 2016, will your spending on external counsel change?**

2016年，贵公司的外部法律顾问费用是否会变化？

It will increase • 是，会增加

It will remain the same • 否，保持不变

It will decrease • 是，会减少



• **Do you expect to use external counsel more or less in the coming year?**

您预计明年对外部法律顾问的使用将会更多还是更少？

More • 更多

About the same • 保持不变

Less • 更少

• **What are the main services you will require from external counsel in 2016? (TOP 5)**

2016年，您要求外部法律顾问提供的主要服务是什么？

Arbitration and dispute resolution

仲裁及争议解决

68%

M&A/Corporate finance

并购/公司金融

63%

Intellectual property, technology, data protection

知识产权、技术、数据保护

37%

Regulatory advice

监管咨询

37%

Employment law

劳动法

32%

GLOBAL LAW OFFICE

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Number of Lawyers: 295



■ Liu Jinrong, Managing Partner
刘劲蓉, 管理合伙人

Firm Overview:

We are the first Chinese law firm. Our history dates back to 1979, when we became the first law firm in the PRC.

We are a leading Chinese law firm. We have long been recognized by both international and domestic league tables and legal institutions as an elite Chinese law firm.

We are one of the largest Chinese law firms. We have more than 290 lawyers practicing in Beijing, Shanghai and Shenzhen offices, most of whom have gained qualifications and hands-on experience in law schools and firms throughout Asia, North America, Europe and Australia.

We provide premium and one-stop services. We are proud of our ability to deliver exceptionally high-quality, 'one-stop' services across a diverse set of practice areas for a comprehensive range of industries and sectors.

We are creative. Our record of legal innovation is unique in the PRC. Our expertise has helped set the agenda for change through precedents involving many of the country's 'firsts'.

We provide solutions. We bring our clients the legal and cultural understanding and insight needed for long-term success in the PRC, and legally viable, commercially feasible and regulatorily acceptable solutions to clients' each matter.



PRACTICE AREAS

Aircraft/Ship Leasing and Financing
Anti-dumping, Countervailing and Safeguard
Antitrust and Competition
Arbitration
Aviation and Space
Bankruptcy and Liquidation
Capital Markets
Construction and Real Estate
Corporate and Investment
Disposal of Non-performing Loans
Insurance
Intellectual Property
International Banking and Finance
Labour and Employment
Litigation
Maritime and Transport
Mergers and Acquisitions
Mining and Natural Resources
Outbound Investment
Pharmaceutical and Healthcare
Project Financing and Construction
Regulatory Compliance and Defense
Securitisation and Structured Finance
Tax
Venture Capital and Private Equity

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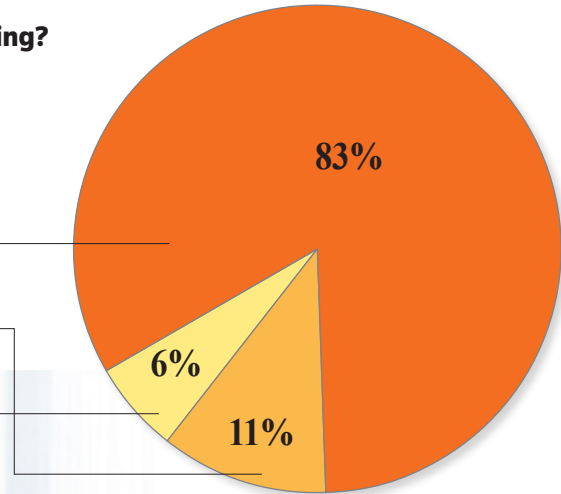
F. 86-755-8388-5987


PART 3: YOUR RELATIONSHIPS WITH LAW FIRMS 贵司与律师事务所的关系
How satisfied are you with the external counsel you are using?

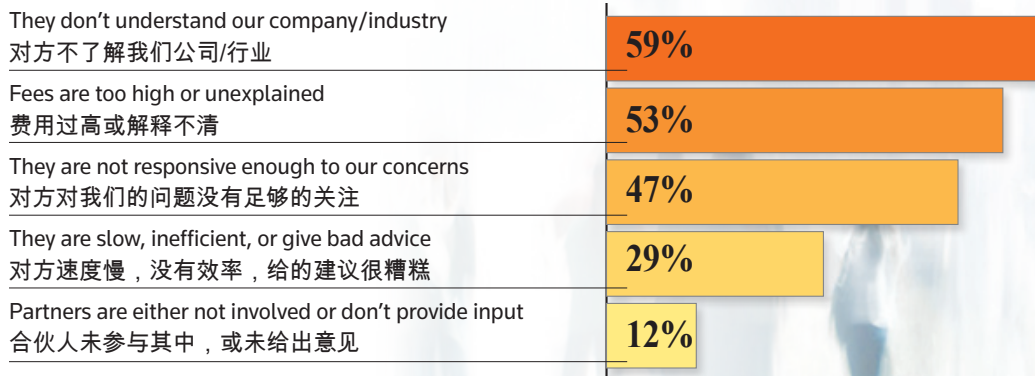
您对您目前使用的外部法律顾问的满意程度如何？

 Generally satisfied, although there are a few areas for improvement
 基本满意，但有一些改进的余地

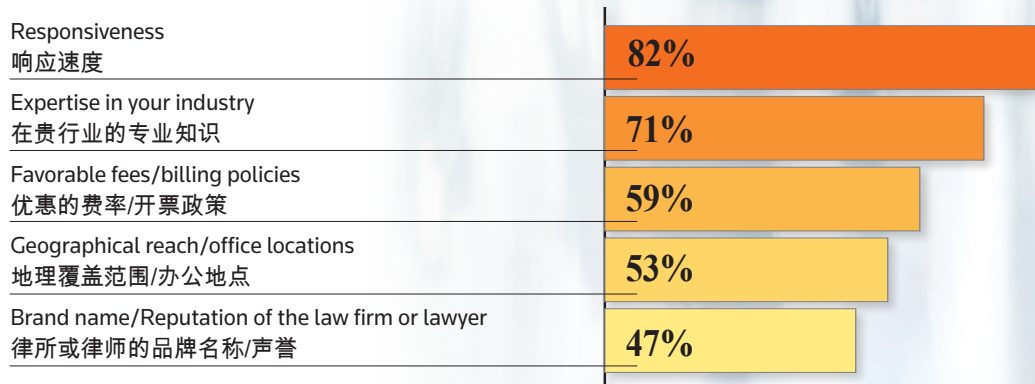
 Not satisfied; there are one or more significant areas of concern
 不满意，有一个或多个重大问题

 Extremely satisfied
 极其满意

What are your main concerns when it comes to the external counsel you are using? (TOP 5)

涉及您目前使用的外部法律顾问时，您主要担心哪些方面？（最重要的五项）

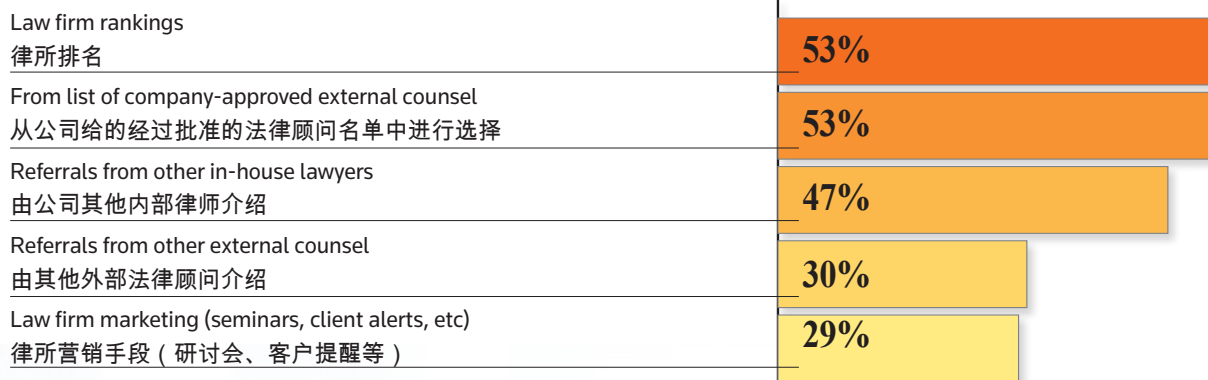

If you were to employ new external counsel in 2016, what factors would most influence your selection? (TOP 5)

如果2016年您需要雇佣新的外部法律顾问，对您作选择影响最大的因素有哪些？（最重要的五项）



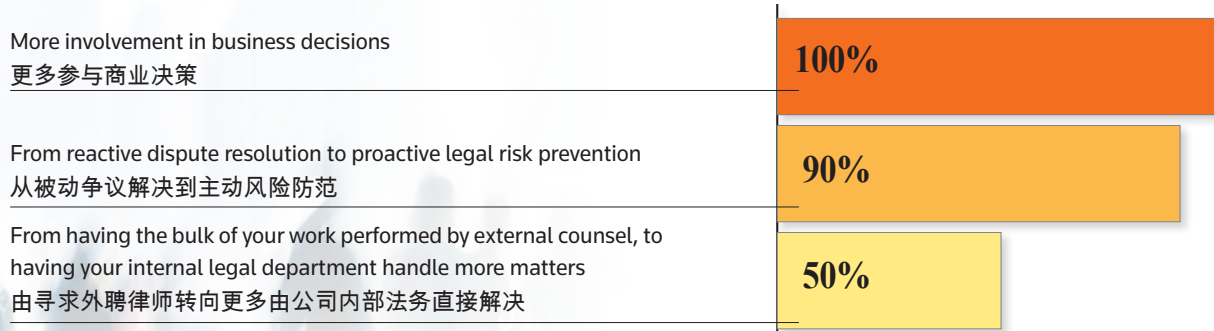
• **How do you plan to locate external counsel in 2016? (TOP 5)**

2016年，您计划通过何种方式寻找外部法律顾问？（最重要的五项）



• **How would you describe the way the GC's role in your company evolved in recent years? (Top 3)**

关于企业法务职责转型，您更认同的以下哪些方面：（最重要的三项）



"FIRST, WE PAY ATTENTION TO THE PROFESSIONALISM OF LAWYERS. THEN COMES HOW FAST THEY RESPOND TO US AND THE QUALITY OF THE WORK. THIRDLY, WE APPRECIATE THE FEELING OF GROWING TOGETHER WITH OUR PARTNERS. THAT EXPLAINS WHY MOST EXTERNAL LEGAL COUNSEL WE HAVE TODAY HAVE BEEN WITH US FOR MORE THAN 10 YEARS. TO ME, THE CAPABILITIES OF INDIVIDUAL LAWYERS MATTER A LOT MORE THAN THE BRAND OF A LAW FIRM. HOW LAW FIRMS RESONATE WITH US IS IMPORTANT; AFTER ALL LEGAL WORK IS ABOUT SOLVING CONCRETE ISSUES."

Pan Boyu, general counsel of Youku Tudou

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潘柏宇，合一集团（原优酷土豆集团）法务总监